



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

April 14, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of April 13, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 440 employees at KDMC. Of this number, 226 actions have resulted in discharges or resignations. A total of 54 disciplinary actions have been taken against physicians and 38 physicians have been discharged or resigned.

Since our last report, we have closed five cases and have opened eight additional cases. As a result, our open caseload is currently 67 (detailed summary information is contained in Attachments I and II).

Two of the new cases involve Physician Post Graduates who failed their residency programs at Charles R. Drew University. One of the new cases involves a Licensed Vocational Nurse II who was convicted of writing a bad check.

RECRUITMENTS

Six new hires are scheduled to start on Monday, April 17, 2006. The new employees include three Staff Nurses (one each for Obstetrics, Medical/Surgical and the Intensive Care Unit); one Interim Permittee for the Emergency Room; one Senior Student Worker,

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Nursing for Pediatrics: and one Nursing Attendant I for the Emergency Room. In addition, one Supervising Staff Nurse II was promoted to Nurse Manager in Nursing Administration.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Joanne Sturges
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO Final 041406

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 04/13/06

Dated: 4/13/2006

TYPE OF ADMINISTRATIVE ACTION	Medical Staff	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	3	29	0	29	71
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	46	4	35	100
Suspensions (1 - 5 Days)	10	7	22	1	16	56
Reprimands	7	2	22	2	14	47
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	13	1	33	0	8	55
Medical Release	0	0	0	0	1	1
Subtotal	64	40	191	17	128	440

TYPE OF ADMINISTRATIVE ACTION	Medical Staff	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary Corrective Actions	23	9	38	43	29	142
Total Actions Taken	87	49	229	60	157	582

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 04/13/06

Dated: 4/13/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	13	0	0	13
Medical Release	0	0	0	0
Subtotal	64	9	1	64

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	75	10	2	87

Attachment II